

Missouri Department of Elementary and Secondary Education
Goal 1: Objectives, Strategies, and Actions

GOAL 1: All Missouri students will graduate college and career ready.

- OBJECTIVE 1:** The percentage of students:
- A. Scoring at or above proficient level on National Assessment of Educational Progress (NAEP) will increase by 1 percentage point at each test administration.
 - B. Scoring at or above proficient level on state assessments will increase each year to exceed 75% of students in all subgroups by 2020.
 - C. Scoring at or above the mean of the top 10 states on college and career ready assessments (e.g. ACT, SAT, COMPASS, ASVAB, TSA) will increase annually.

STRATEGY 1: Provide districts and schools access to curriculum resources necessary to ensure high quality instruction aligned to state, national and international standards.

Office &
Person(s)
Responsible

Timeline for
Completion

ACTION 1: Develop rigorous model curricula based on state standards that include the following components: course descriptions, unit outlines, measurable objectives, assessments (formative, interim benchmark and summative) and scoring guides, a variety of evidence-based instructional strategies, and instructional timelines.

ACTION 2: Design professional development to support implementation of the rigorous model curricula.

STRATEGY 2: Promote quality teaching, leading, and learning by supporting a continuous improvement process and disseminating effective instructional practices.

Office &
Person(s)
Responsible

Timeline for
Completion

ACTION 1: Establish and apply appropriate measures of accountability to guide timely intervention strategies and improvement efforts based on best practices.

ACTION 2: Identify, disseminate and support research-based models to guide school and district improvement.

ACTION 3: Identify, disseminate and promote best practices.

ACTION 4: Provide access to user-friendly data tools to make informed decisions.

OBJECTIVE 2: By 2020, all students will qualify for entrance into post secondary education/training.

STRATEGY 1: Align policies and support with the demands of college and careers.

Office &
Person(s)
Responsible

Timeline for
Completion

ACTION 1: Develop incentives for districts to maintain a Personal Plan of Study for students in grades 7-12.

ACTION 2: Promote the early identification of at-risk students and the use of effective intervention strategies.

ACTION 3: Provide extended learning opportunities aligned with state standards to support positive academic and behavioral student outcomes.

ACTION 4: Track meaningful indicators of college and career readiness in longitudinal data systems.

ACTION 5: Identify Missouri future employment, skills and preparation needs and align policies to meet these needs

Missouri Department of Elementary and Secondary Education
Goal 2: Objectives, Strategies, and Actions

GOAL 2: All Missouri children will enter kindergarten prepared to be successful in school.

- OBJECTIVE 1:** A. The percentage of young children (birth to kindergarten entry) who receive developmental and health screenings will increase by 2% annually.
 B. The number of parent education visits to families with young children will increase by 2% annually.
 C. The number of parent education visits to high needs families of young children will increase by 2% annually.

STRATEGY 1: Make information available to families and community stakeholders about developmental and health screenings for young children.	Office & Person(s) Responsible	Timeline for Completion
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| ACTION 1 Gather information from health departments, Head Start agencies, public schools, First Steps offices, etc. to determine types, locations and number of developmental and health screenings.

ACTION 2: Implement a coordinated campaign to inform families and community stakeholders of the importance of developmental and health screenings. | | |
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STRATEGY 2: Disseminate information to school boards, administrators and teachers to help them maximize educational and support services to all families of young children, especially high needs families.	Office & Person(s) Responsible	Timeline for Completion
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| ACTION 1: Work with parenting and family support groups to develop and distribute materials related to the importance of parenting education to school boards, administrators and teachers.

ACTION 2: Develop implementation and financial strategies to increase the number of family supports provided to young families, especially high-needs families. | | |
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- OBJECTIVE 2: The percentage of early childhood programs for Missouri's infants, toddlers and preschoolers that meet established quality standards will increase by 2% annually.**

STRATEGY 1: Inform all stakeholders about the necessity of high quality early learning programs.	Office & Person(s) Responsible	Timeline for Completion
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| ACTION 1 Develop a list of early learning programs in Missouri.

ACTION 2: Distribute research-based information to schools and community leaders related to the importance of high quality early learning programs. | | |
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STRATEGY 2: Develop and disseminate to all early learning programs/professionals the early learning standards that define quality programs and services and models using multiple funding sources to support early learning services.	Office & Person(s) Responsible	Timeline for Completion
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| ACTION 1: Provide professional development on Early Learning Program Standards.
ACTION 2: Provide professional development on Missouri's Early Learning Standards.
ACTION 3: Develop and utilize a statewide early childhood assessment system to evaluate program and teacher quality and child performance.
ACTION 4: Develop and disseminate models of funding strategies for districts and community-based programs that support integrated early learning programs. | | |
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STRATEGY 3: Provide a list of high quality early learning programs to families and community stakeholders.	Office & Person(s) Responsible	Timeline for Completion
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| ACTION 1 Define the criteria and process for identifying quality programs based on the program standards.

ACTION 2: Distribute the program standards and the process by which they will be reviewed to all early childhood programs in Missouri. | | |
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Missouri Department of Elementary and Secondary Education

Goal 3: Objectives, Strategies, and Actions

GOAL 3: Missouri will prepare, develop, and support effective educators.

OBJECTIVE 1: By 2020, all candidates completing preparation programs will be highly effective as defined by a uniform set of performance data points.

STRATEGY 1: Develop and implement a process for approving educator preparation programs based on current research and student achievement.

Office &
Person(s)
Responsible

Timeline for
Completion

ACTION 1: Revise the Missouri Standards for Teacher Education Programs (MoSTEP) accreditation process to include a connection between educator and student growth and achievement.

ACTION 2: Align educator preparation programs with the Missouri Educator Standards.

ACTION 3: Anchor the approval process for preparation institutions on the educator candidates' ability to demonstrate mastery of the Missouri Educator Standards.

ACTION 4: Revise the preparation approval process to include rigorous candidate selection criteria.

ACTION 5: Revise the preparation approval process to address areas of critical shortage.

ACTION 6: Create systems to measure educator preparation programs annually.

OBJECTIVE 2: By 2020, all educators will meet the definition of highly effective.

STRATEGY 1: Review and revise all licensure policies and procedures.

Office &
Person(s)
Responsible

Timeline for
Completion

ACTION 1: Research the licensure practices of the top ten states.

ACTION 2: Align licensure policies and practices to the educator standards.

STRATEGY 2: Provide districts access to educator evaluation resources aligned to the Missouri Educator Standards.

Office &
Person(s)
Responsible

Timeline for
Completion

ACTION 1: Develop and share Missouri Educator Standards that describe effective practice based on a professional continuum.

ACTION 2: Provide a model evaluation system that includes evidence of effective educator practices and improved student growth and achievement.

Missouri Department of Elementary and Secondary Education

Goal 4: Objectives, Strategies, and Actions

GOAL 4: The Missouri Department of Elementary and Secondary Education will improve departmental efficiency and operational effectiveness.

OBJECTIVE 1: Annually 90% of plan related activities entered into a project management system will meet or exceed their process and progress measures.

STRATEGY 1: Use a project management system to ensure a high degree of implementation of the State Reform Plan.

Office &
Person(s)
Responsible

Timeline for
Completion

ACTION 1: Develop, maintain and implement written protocols of procedures and operational processes.

ACTION 2: Gather appropriate data to monitor implementation of the Reform Plan.

ACTION 3: Provide staff development and support for effective implementation.

OBJECTIVE 2: By 2020, 100% of Missouri's school districts will use the Missouri Comprehensive Data System to inform major decisions and improve efficiency.

STRATEGY 1: Provide school districts with an efficient and comprehensive data management, planning system to help improve decision-making and implementation.

Office &
Person(s)
Responsible

Timeline for
Completion

ACTION 1: Launch the Missouri Comprehensive Data System (MCDS) Portal.

ACTION 2: Develop web-based training modules for internal/external users of the MCDS portal.

ACTION 3: Integrate the Reform Plan's indicators into the MCDS Portal.

OBJECTIVE 3: By 2020, 70% of responding targeted audiences will report being adequately informed about the implementation of the Plan.

STRATEGY 1: Provide an effective communications process that supports the mission and goals of the Department.

Office &
Person(s)
Responsible

Timeline for
Completion

ACTION 1: Identify, inform, and engage target audiences for selected strategies and action steps and develop processes and partnerships.

ACTION 2: Explore and consistently use effective communication technologies to share information related to the implementation of the mission and goals of the Department.

ACTION 3: Provide policies/procedures and staff development to ensure effective and consistent communication methods and customer support.

ACTION 4: Develop processes to determine the percent of targeted audiences who are effectively informed of the Department's progress in implementing the Plan.